



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 3.12.2018	<u>Interviewer:</u> L.K. Langley	RFA #18 – 28
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> [REDACTED], Rec Center		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED] student.		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☒ Student ☐
 Concern Regarding: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☒

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input checked="" type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
3/2/18	[REDACTED] email to Lafayette Baker	[REDACTED] emailed Lafayette seeking guidance about concerns with a student patron and female student staff.
3/12/18, 1:00 p.m.	L.K. Langley meeting with [REDACTED]	<p>[REDACTED] reported concerns that had been expressed to him by student employees in the Rec Center regarding unwanted attention from a Rec Center patron, [REDACTED] is a student at Western and [REDACTED] guesses that he is probably in his mid [REDACTED]</p> <p>On December 22, 2017, a student employee informed [REDACTED] that [REDACTED] had made a joke to her about the plates used to hold the weight room doors open, and then said he was teasing the student employee and then playfully hit her with his towel. As the student documented in the Campus Recreation Incident Report she later completed, "this felt flirtatious and/or overly friendly and I felt uncomfortable." As indicated in the summary of the occurrence that [REDACTED] provided to the EO Office, he promptly responded to the student employee's report by approaching [REDACTED] to find out more about him. At that time [REDACTED] did not</p>

		<p>know there had been any other concerning behavior by [REDACTED].</p> <p>When the student employee submitted her Campus Recreation Incident Report, she also submitted a Campus Recreation Incident Report regarding an October 2017 incident in which someone who the student employee thinks was [REDACTED] took pictures of a female patron without that patron's consent. Upon learning of that prior incident, [REDACTED] felt [REDACTED] needed to be talked with and asked the student employee to notify [REDACTED] if she saw him come to the Rec Center again.</p> <p>To [REDACTED] knowledge, [REDACTED] did not come to the Rec Center again until February 12, 2018. On that date, [REDACTED] observed [REDACTED] approach a different women student employee and speak with her. Given [REDACTED] awareness of [REDACTED] past interactions with another student employee, [REDACTED] immediately asked the student employee what [REDACTED] had said. She reported that [REDACTED] had said "I like your tattoo," which is on her arm. The student employee then told [REDACTED] that [REDACTED] had sat next to her at the Rocks Edge and asked her to salsa lessons. The student employee documented this in a Campus Recreation Incident Report, and said that this made her "extremely uncomfortable" and that this was not the first time [REDACTED] had approached her.</p> <p>After speaking with the student employee, [REDACTED] asked [REDACTED] to speak with him in his office. [REDACTED] told [REDACTED] that his behavior was inappropriate, specifically asking the student employee about salsa dancing in light of their age difference. [REDACTED] told [REDACTED] that the Rec Center would be monitoring his behavior, that there was documentation of the behavior, that this was a warning, and that people have been prohibited from further use of the Rec Center before. [REDACTED] thanked [REDACTED] for raising the concerns to him and said he would be more sensitive in the future.</p> <p>Since then, [REDACTED] has not heard anything from students regarding [REDACTED]; students are not expressing ongoing concern about him. [REDACTED] wanted to report to EOO because he wants his students to feel safe, and in case others on campus had raised concerns about [REDACTED] has encouraged his student employees to report to him or EOO any future concerns, and has provided the students who raised concerns with available resources.</p> <p>Langley asked [REDACTED] to inform EOO if he learns of any future concerns related to [REDACTED].</p>
3/22/18	Langley t/c to [REDACTED]	<p>Langley called to understand whether [REDACTED] had already informed the women who raised the concerns about the fact that he had spoken with [REDACTED] about appropriate behavior. [REDACTED] confirmed that he did already have this conversation with the women, in addition to making sure they were aware of EOO as a resource.</p>